

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

**The American University in Cairo**  
**Training of Faculty, Staff, and Students**

**This Action Applies to Rubric Item(s):** Prevention 3, 4, 5, 8; Response 15, 18

**Description of Work:**

Since 2019, The American University in Cairo's Office of the General Counsel and Compliance (OGCC) has offered quarterly anti-harassment training to faculty and staff. In early 2020, the office prioritized the University's anti-harassment training and focused on improving, organizing, and systematically delivering anti-harassment training to the AUC community.

Consistent with the recommendations of the 2018 NASEM consensus study report, each AUC training has been tailored to its intended audience. The goals for staff and faculty training are to teach employees how to recognize sexual harassment both in the workplace and in the educational environment, how to report confidentially at AUC, what duties they hold as officials with authority, and to ensure a clear understanding of policies and procedures for handling sexual harassment issues. Student training also addresses how to respond to instances of harassment and bystander intervention techniques.

The University's anti-harassment training integrates many audience-specific case studies and scenarios in order to keep the material engaging and to foster direct communication and discussion between staff, faculty, and students with the General Counsel and Chief Compliance Officer. In addition to effectively communicating the policies and resources to the audience, this dialogue is intended to convey that AUC is a place where mutual respect is valued, where there will be no tolerance for harassment, and where reports of sexual harassment will be taken seriously.

The University launched the [AUC Speak Up](#) initiative in July 2020. As part of this initiative, the University is providing anti-harassment training to every member of the AUC community, starting with University leadership. It is important to note that COVID-19 has impacted AUC's abilities to deliver anti-harassment training in the format originally intended. As a result, faculty and staff training will also be adapted to an online format to achieve the initiative's goals.

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Currently, the OGCC is developing online training for students using interactive software. The office will continue to adapt this annual training and to encourage reporting and awareness throughout the year with AUC's Speak Up campaign.

The OGCC and OIE's next steps to enhance the impact of anti-harassment training on campus include developing a system to track which AUC community members have received training. The OGCC is also in the process of translating staff training into Arabic so that it is accessible to all staff.

Further efforts include designing training for a group of investigators comprised of faculty and staff to investigate sexual harassment and discrimination complaints across the University community. Additionally, the OGCC and OIE will design training for a group of hearing officers comprised of students, faculty, and staff to hear cases where a hearing is requested by either the complainant or the respondent.

**Website for further information:** <https://www.aucegypt.edu/speakup>

**Point of Contact Name:** Reem El-Mograby

**Email Address for Point of Contact:** [reem05@aucegypt.edu](mailto:reem05@aucegypt.edu)